

Engagement Survey 2021 – SONAR Report

ICT Department

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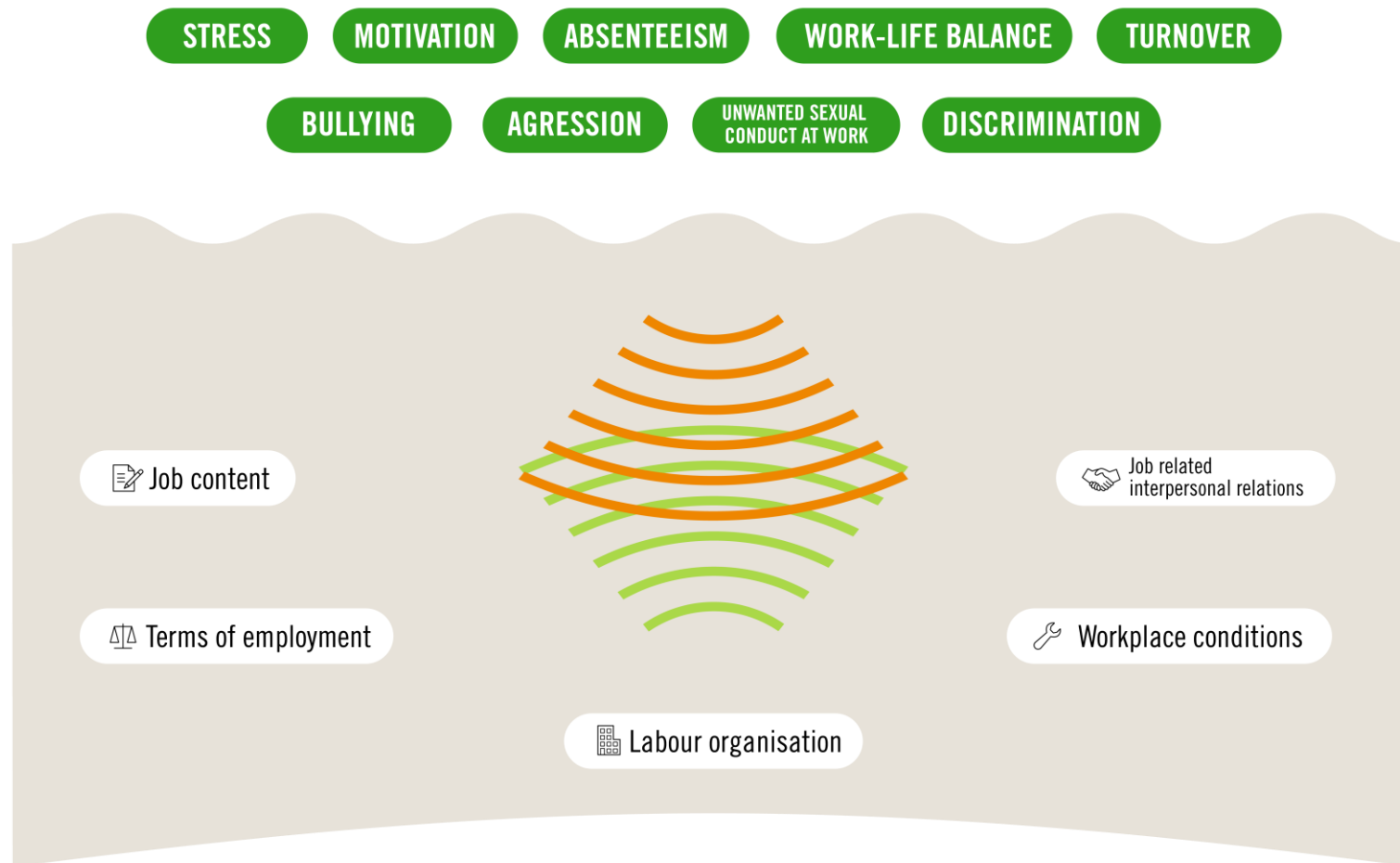
Sylvie Floor – Learning & Development Management



Methodology



SONAR Model



Scan results



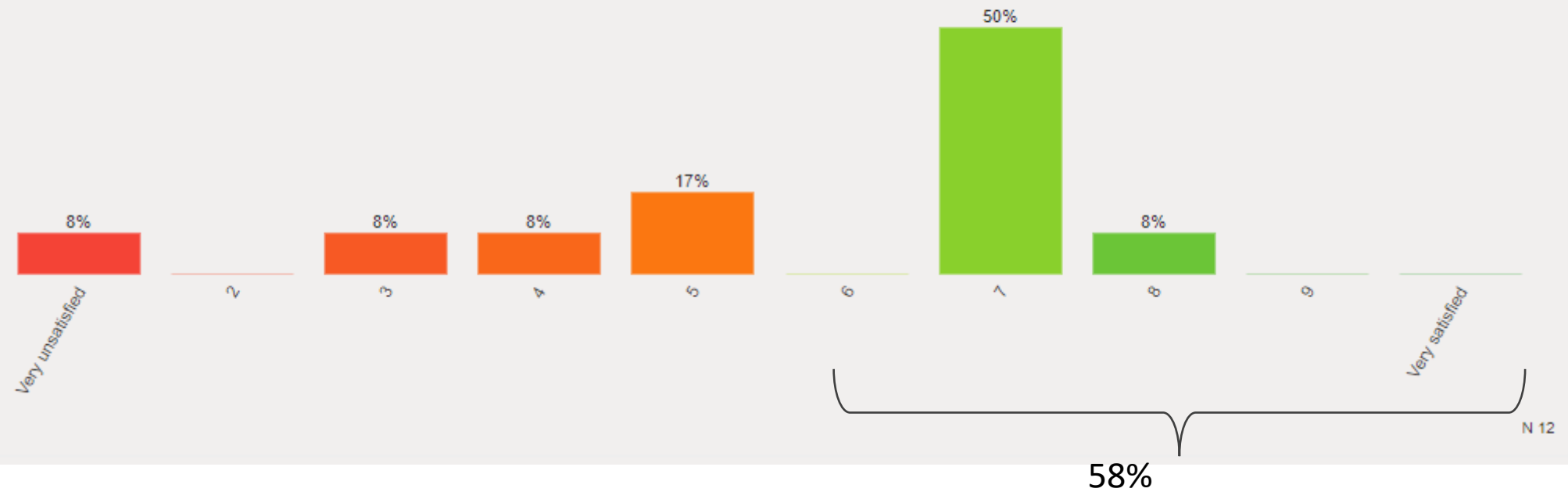
Response Rate: White collars only

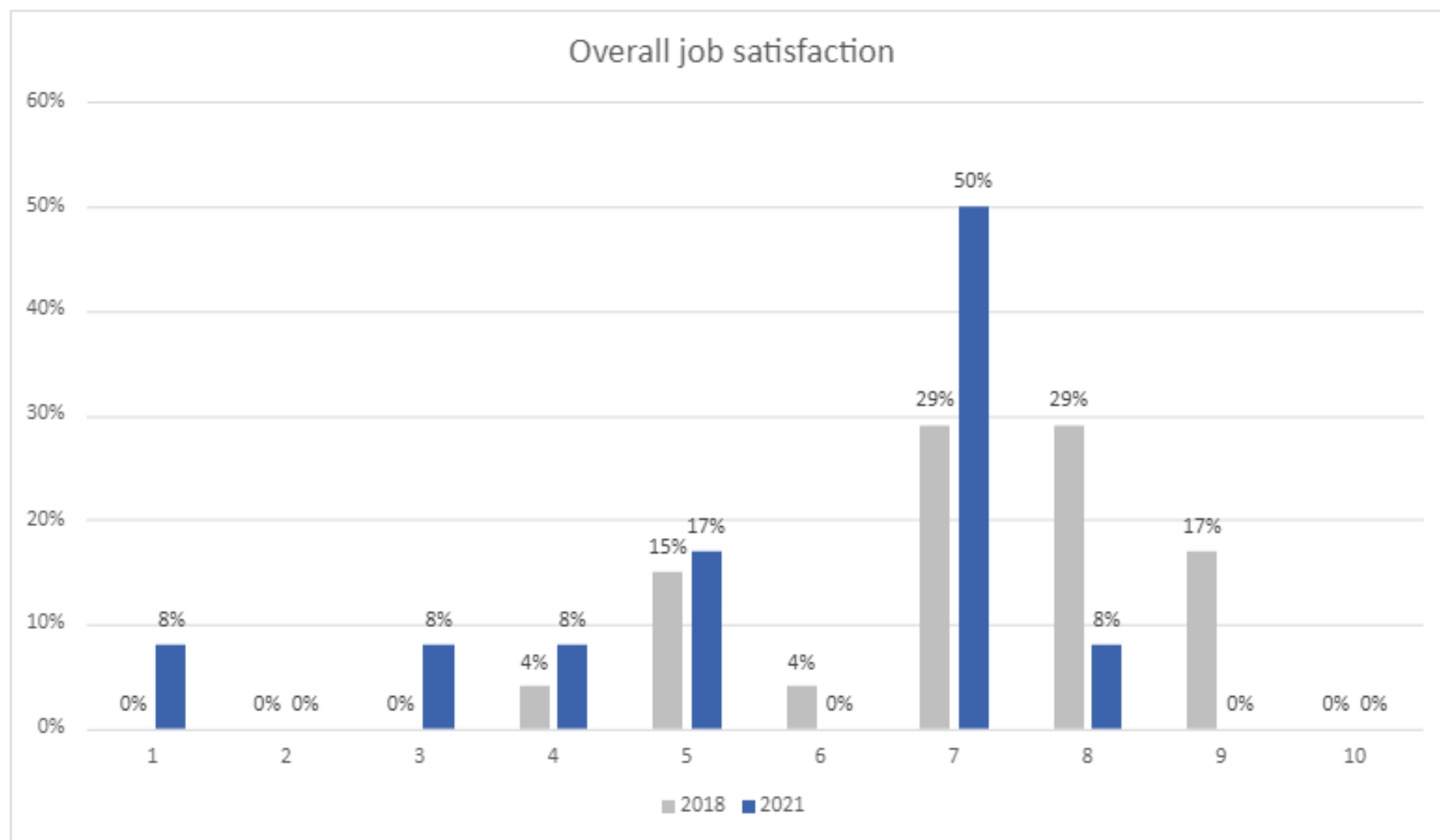


Satisfaction & Net Promoter Score



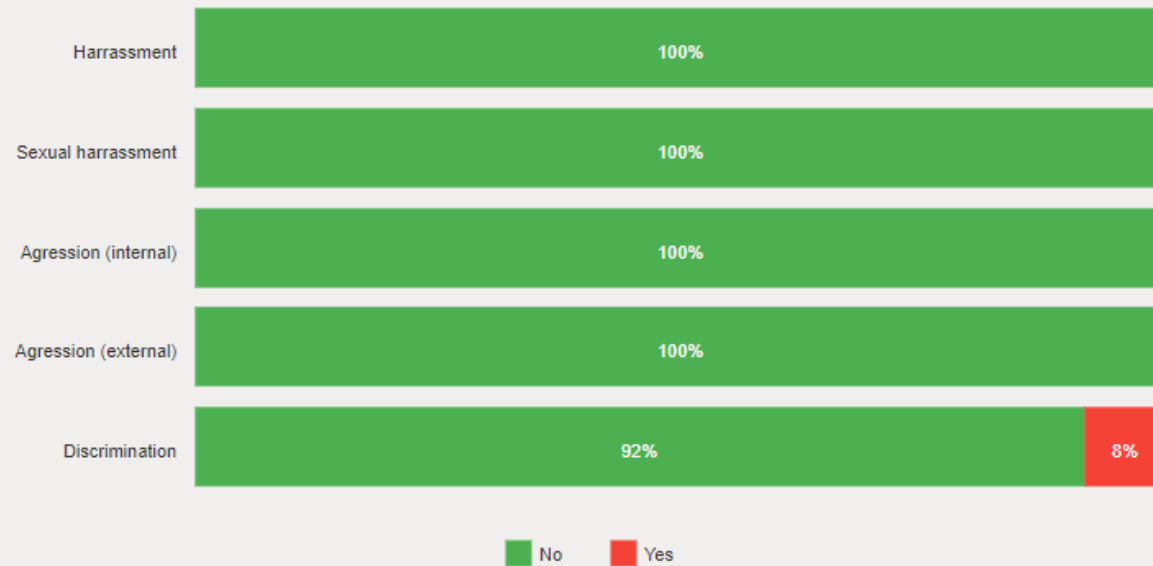
Taking everything into account, how satisfied are you with your current job position?





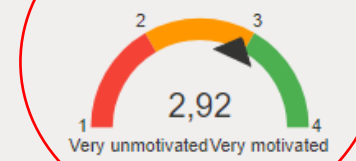
Well-being Indicators

Unwanted Behavior At Work



N 12

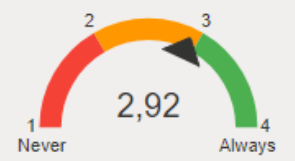
Motivation



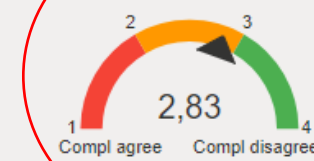
Stress



Coping stress



Intention to leave



Work Life Balance



N 12

Psychosocial risks

Labour organisation



↓ Structure

↓ Say

↓ Policy

↓ Culture

Job content



↑ Independence

↓ Variation

↓ Task division

↓ Mental strain

Terms of employment



↓ Training

↓ Remuneration

Workplace conditions



↑ Work equipment

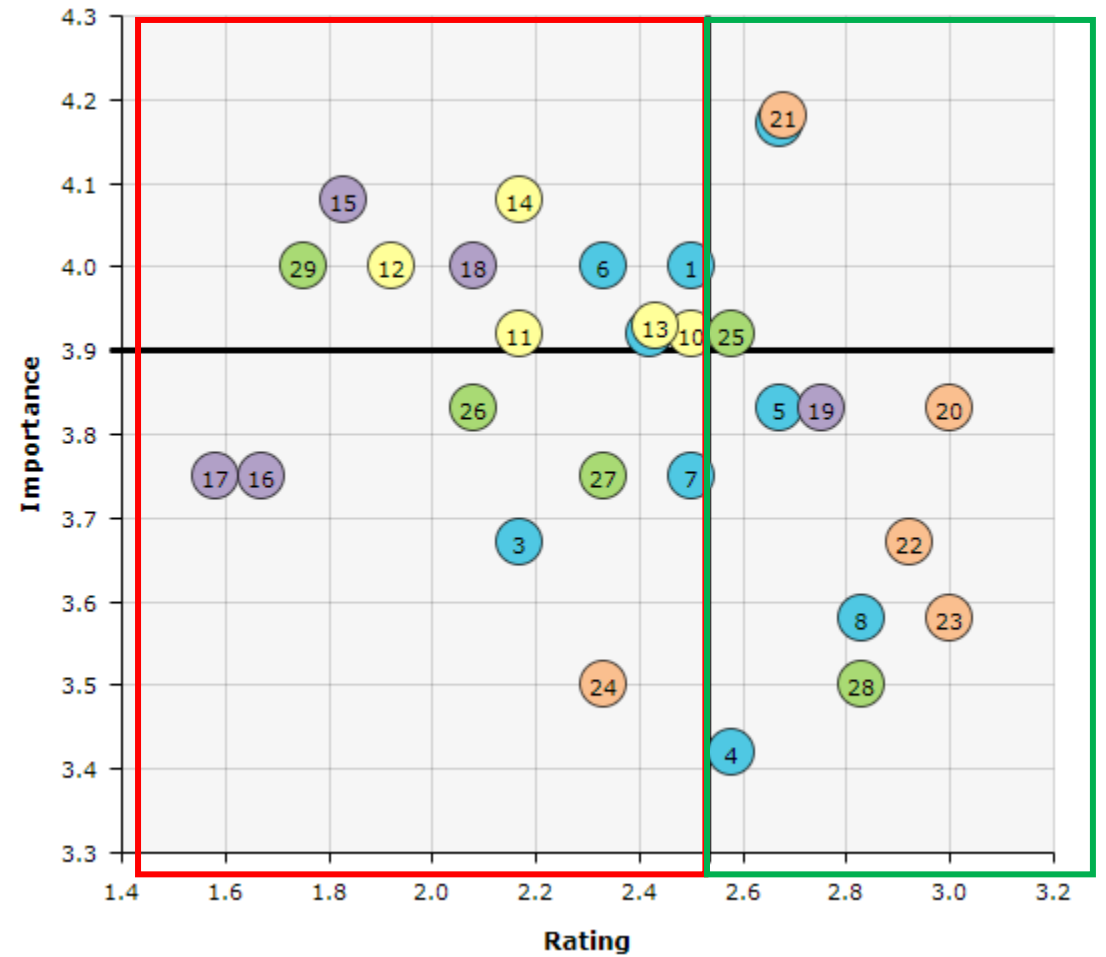
Job related interpersonal relations



↑ Support of colleagues

↓ Communication

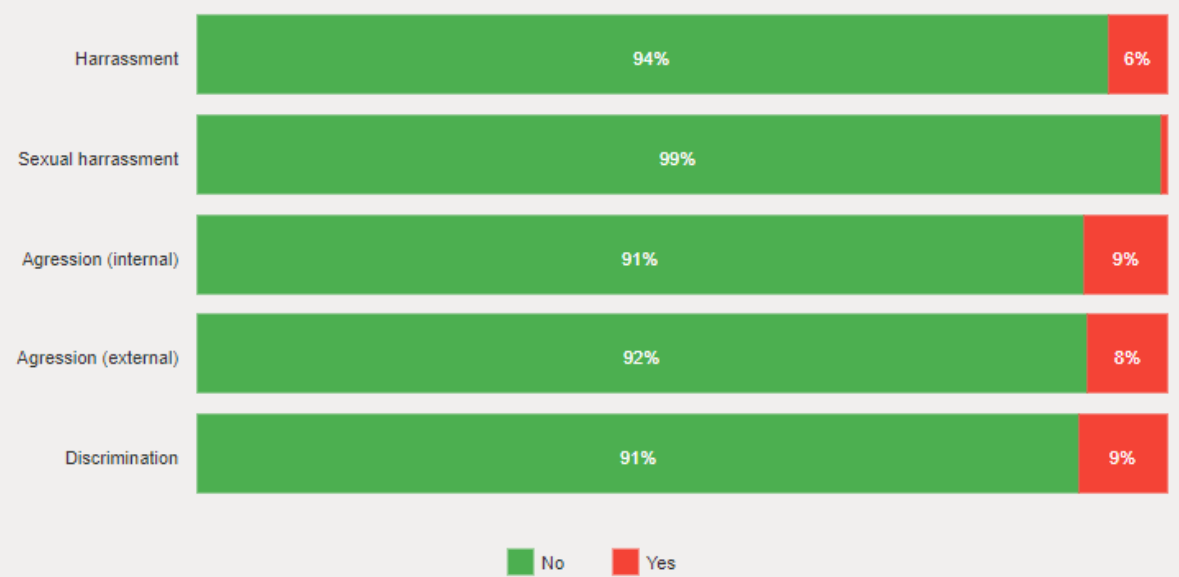
	N = 12	Rating	Importance	
Job content	1. Variation in the work	2.5	4	
	2. Division of tasks	2.42	3.92	①
	3. Work procedures	2.17	3.67	
	4. Level of difficulty	2.58	3.42	
	5. Job pressure	2.67	3.83	
	6. Mental strain due to the work	2.33	4	
	7. Emotional strain due to the work	2.5	3.75	
	8. Physical strain due to the work	2.83	3.58	
	9. Independence in the work	2.67	4.17	②
Work organisation	10. Clear organisational structure	2.5	3.92	
	11. Say in the organisation	2.17	3.92	
	12. Policy organisation	1.92	4	
	13. Organisational culture	2.42	3.92	③
	14. Work and job security	2.17	4.08	
Work conditions	15. Training opportunities	1.83	4.08	
	16. Career opportunities	1.67	3.75	
	17. Evaluation procedures	1.58	3.75	
	18. Remuneration	2.08	4	
	19. Holiday, working regime	2.75	3.83	
Job situations	20. Safety	3	3.83	
	21. Work equipment	2.67	4.17	④
	22. Noise	2.92	3.67	
	23. Lighting	3	3.58	
	24. Climate control and ventilation	2.33	3.5	
Job relations	25. Support and appreciation of colleagues	2.58	3.92	
	26. Support and appreciation from manager	2.08	3.83	
	27. Atmosphere at work	2.33	3.75	
	28. Contact with external parties at work	2.83	3.5	
	29. Communication and expectations	1.75	4	



BESIX GROUP RESULTS

Well-being Indicators

Unwanted Behavior At Work



N 2,6k

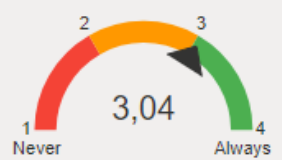
Motivation



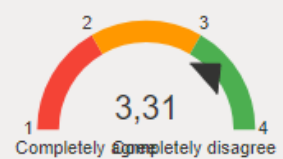
Stress



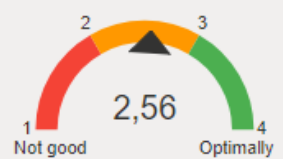
Coping stress



Intention to leave



Work Life Balance



N 2,56k

Psychosocial risks

Labour organisation



Structure ↑ Say ↓
Job security ↑

Job content



Variation ↑ Mental strain ↓
Independence ↑

Terms of employment



Holiday, working regime ↑ Training ↓
Career Opportunities ↓
Evaluations ↓
Remuneration ↓

Workplace conditions



Safety ↑
Work equipment ↑

Job related interpersonal relations



Support of colleagues ↑
Support of superior ↑

Results Module Change



Department
Company



Individual

Results Module Leadership



My manager...

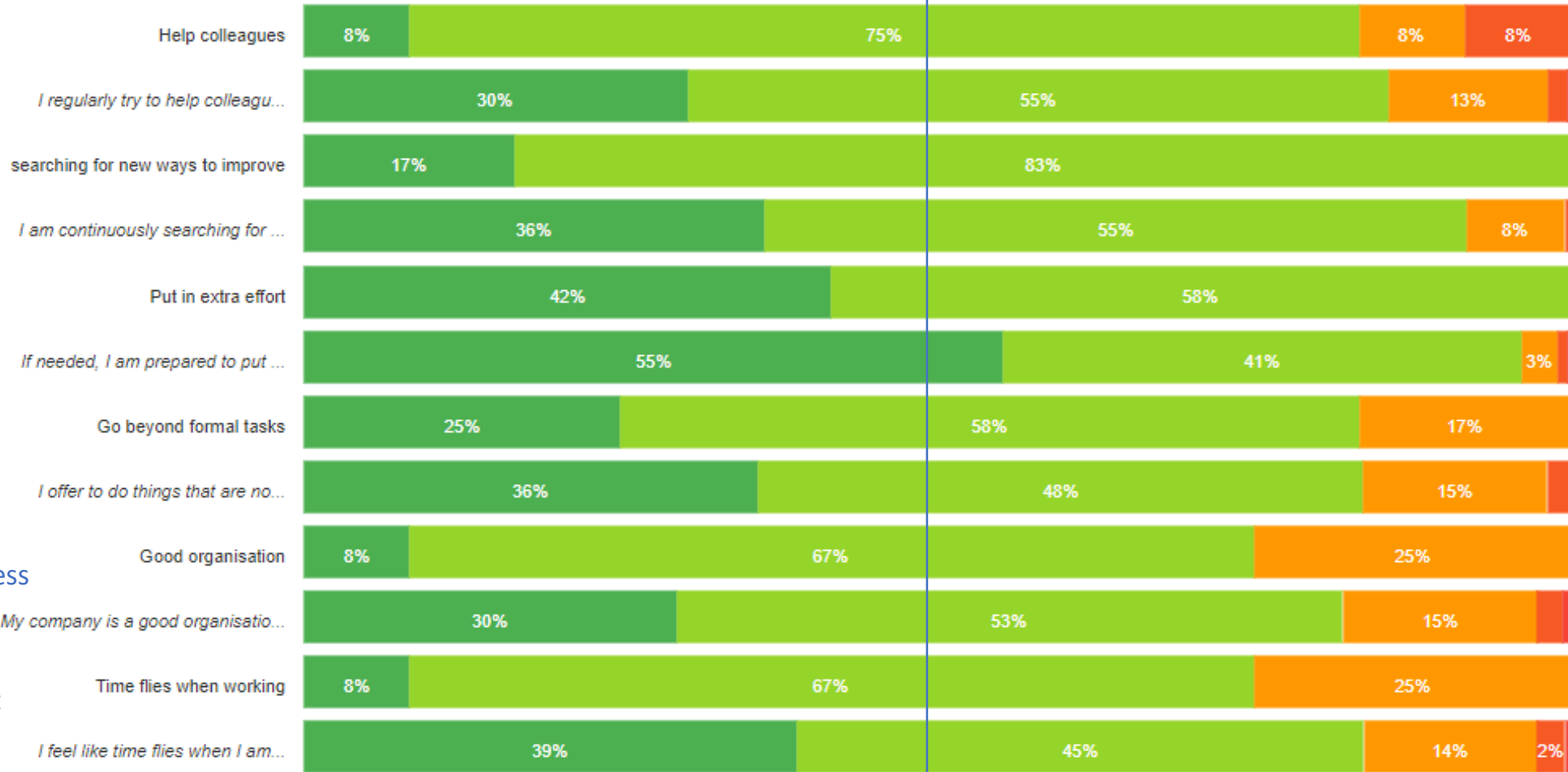


Results Extra Module



The following statements relate to your daily work in our company. To what extent do you agree with these statements?

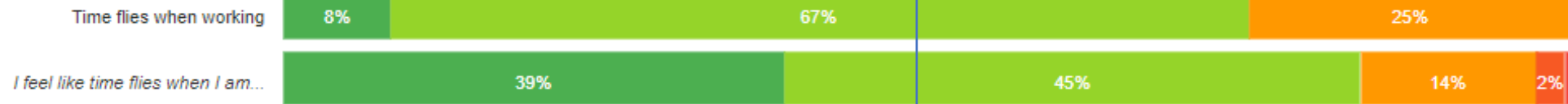
Extra mile



Attractiveness



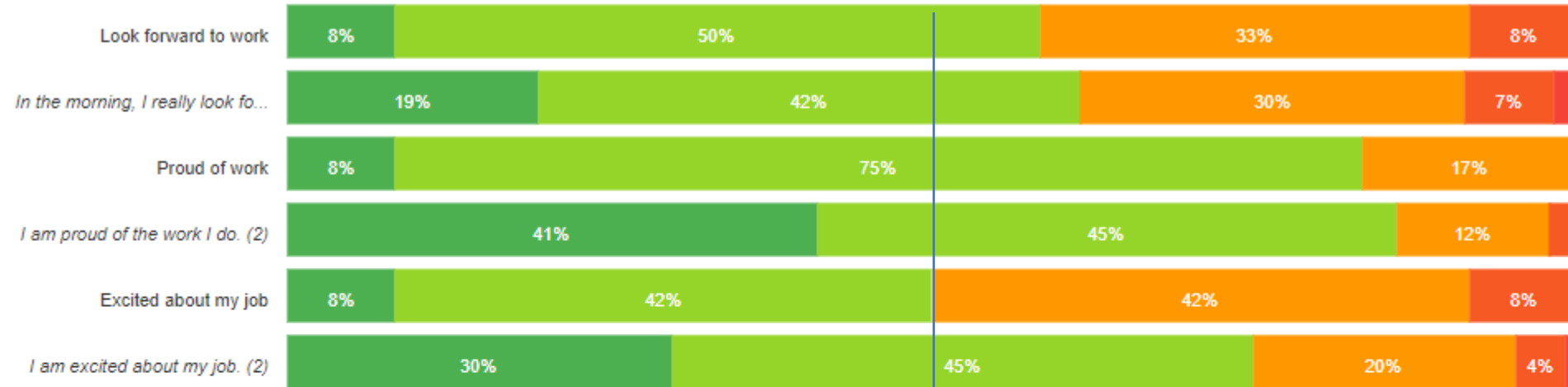
Engagement



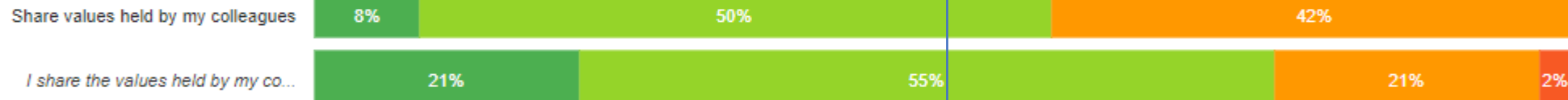
■ Completely agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Completely disagree

The following statements relate to your daily work in our company. To what extent do you agree with these statements?

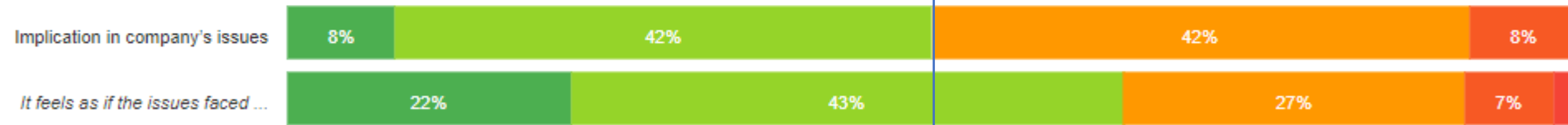
Engagement



Culture



Organisational commitment



Retention

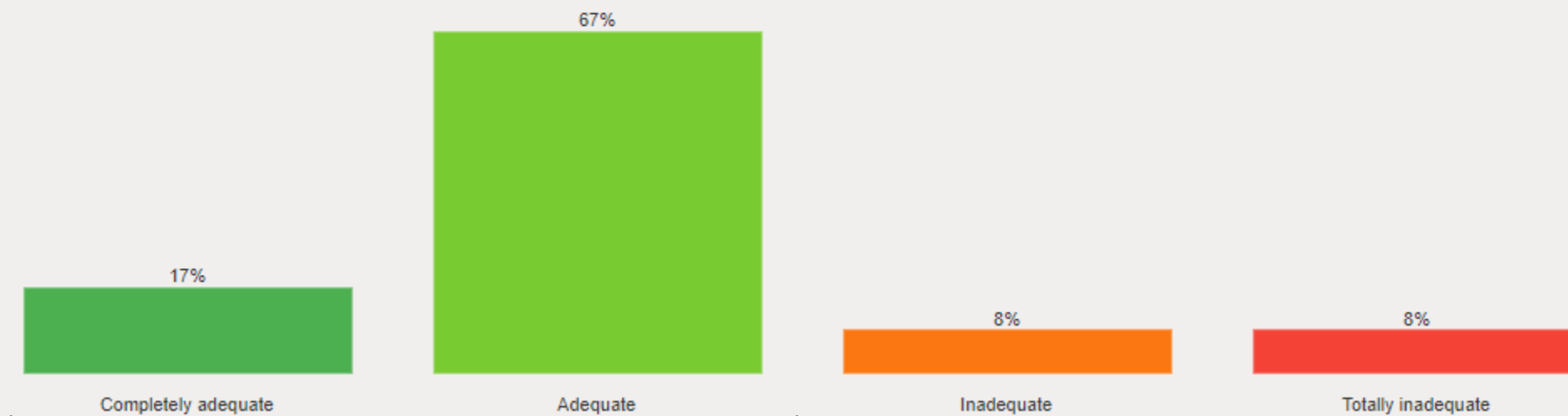


Completely agree Agree Neutral Disagree Completely disagree

Covid



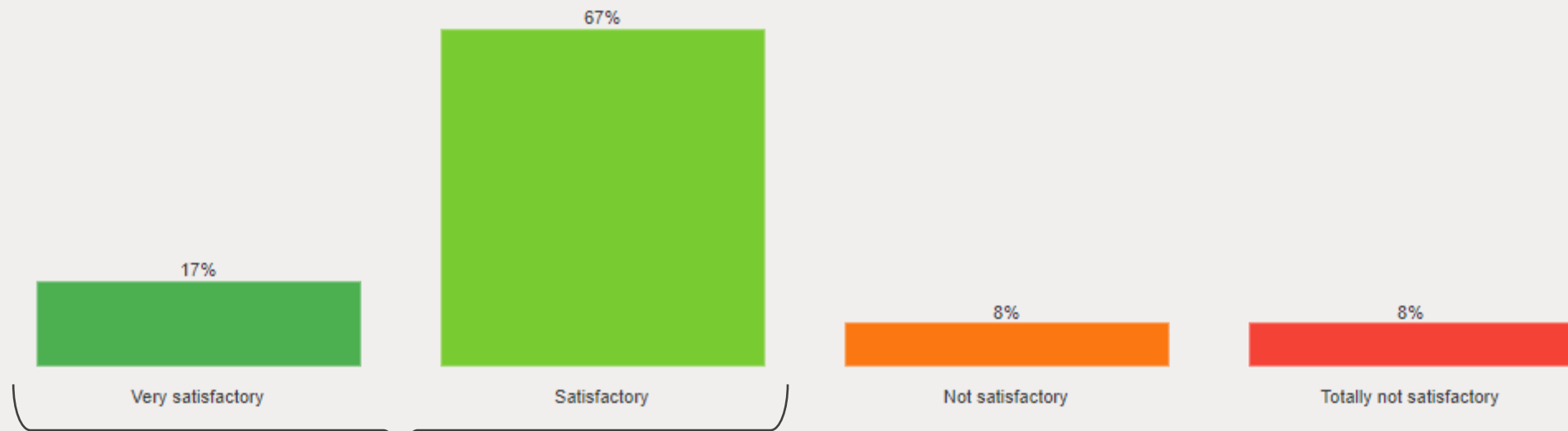
In the context of the Covid-19 pandemic, your company implemented sanitary measures in your workplace. Do you feel that these measures are adequate to keep you safe?



84%

N 12

Still in the context of the Covid-19 pandemic, working measures (support from the manager, clarity of tasks, IT tools, etc.) have been taken. Do you consider these measures satisfactory to be able to continue working smoothly?



84%

N 12

Action plans & Timeline



Timeline Risk & Engagement Survey 2021

Individual presentation of the results to Entities and departments



Consolidation of the action plans and translate them into clear objectives for 2022 / 2023



10-11/2021

12-2021

Mid-2022

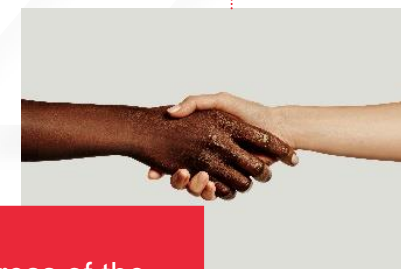
As from 05/10

Action plans to be taken following results



Group overall + Local

Measuring the progress of the actions implemented begin 2022



Thank you 😊

